

ANNUAL
HIRING
PROCESS

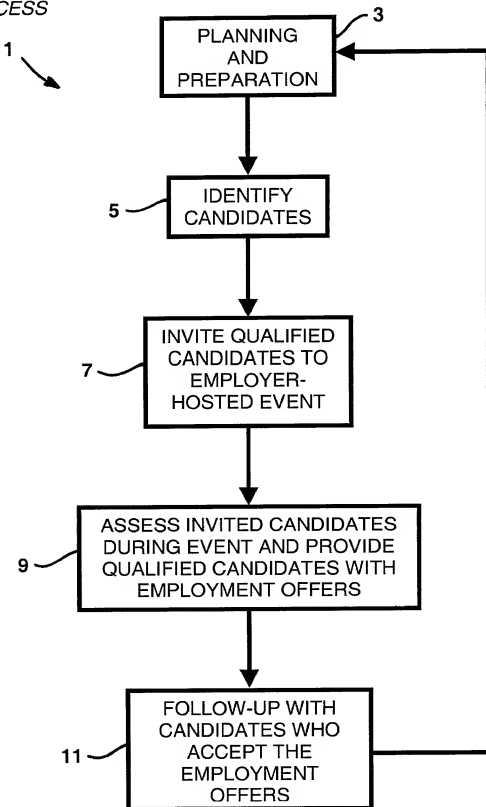


Figure 1

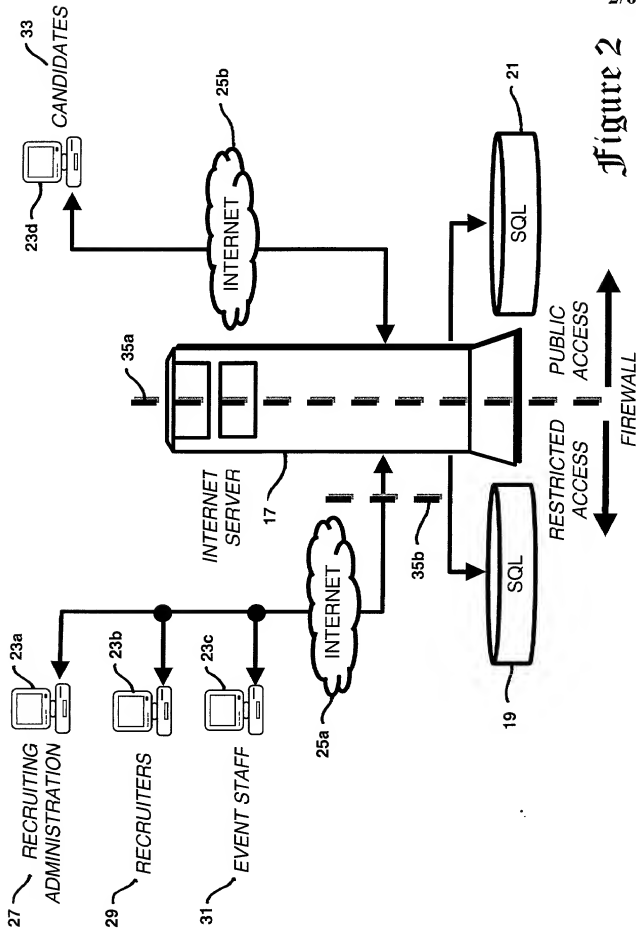
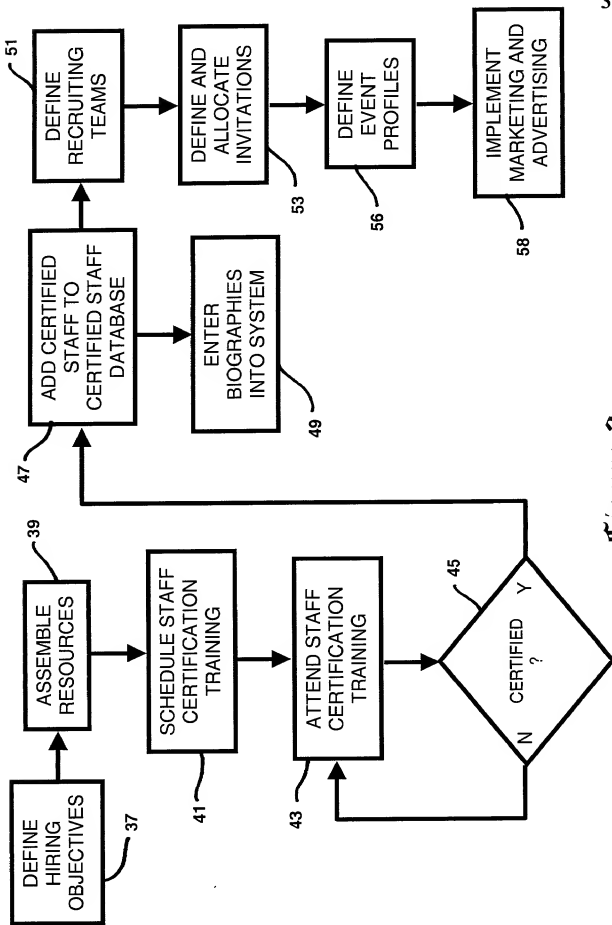


Figure 2



4/67

Targets/Placements		44	46	48	50	
		Target	Projected	Defined	Event	Invited
1215/adaasdf/Process Leadership		1	0	0	0	0
1215/1384/Accounting		4	0	0	0	0
1215/1491/Accounting		4	0	0	0	0
1216/adaasdf/Ford Land		Target	Projected	Defined	Event	Invited
1216/1360/Accounting		1	0	0	0	0
1216/1361/Accounting		1	0	0	0	0
1216/1421/Accounting		4	0	0	0	0
1216/1422/Accounting		65	0	0	0	0
1216/1425/Accounting		65	0	0	0	0
1216/1428/Accounting		4	0	0	0	0
1217/adaasdf/Ford Land		Target	Projected	Defined	Event	Invited
1217/1416/Accounting		4	0	0	0	0
1217/1417/Accounting		4	0	0	0	0
1217/1418/Accounting		2	0	0	0	0
1217/1419/Accounting		4	0	0	0	0

Figure 4

40

42

Recruiting Certification Management

Name	Training Date	Course Code	Course Description	Completion Date	Test Score
Select a Name		Select a Course Code			
Select a Name		Select a Course Code			
Select a Name		Select a Course Code			
Select a Name		Select a Course Code			
Select a Name		Select a Course Code			

55 ✓

57 ✓

59 ✓

61 ✓

63 ✓

To Send e-mail to newly certified person with pass/fail information click on send button. Send

Save Delete

Figure 5

View Training Information

73

Select Name All Names

Select Course Code All Course Codes

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404

Add User Profile

The information you enter on this is used to match qualified Ford Interviewers/Assessors/Mentors and Buddies with candidates at on-site Recruiting Events based on similar background data and interests and/or to display your user profile on <http://mycareer.ford.com>. Please provide short biography. If you check the approval box, your biography and picture may be posted on the Ford Internet web site to provide potential employees a view of the people at Ford.

Name	Keller, A. J. (Anne)		
Last Name	Keller	First Name	Anne
Phone	1-313-8453467	Email	akeller@ford.com
Organization	HR	Division	ER
Designation	Process Specialist		

Function	Human Resources	89
Gender	Female	91
School 1	Alaska Bible College	
School 2	Select a School	
School 3	Select a School	
Highest Level Education	Bachelors	
Are you a member of the following	No FRGC Ford Asian Indian Association	97
Race	White	93
Major 1	Business-Accounting	1985
Major 2	Select a Major	
Major 3	Select a Major	
Leadership Level	GSR	

Figure 7

8/67

Recruiting Teams Information

Select School or Professional Organization Arizona State University 101

Add New Team Member
Select Name 103
Add

Name	CDS	Training Certification Date	Certification Description	Function	Role
<input type="checkbox"/> De Pena, Juan	JDEPENA	8/27/00	Recruiter and Assessor Certification	Product Development	Recruiter
<input type="checkbox"/> Merchak, Daniel	dmerchak			Marketing and Sales	Recruiter
<input type="checkbox"/> Kory, Josef	jkory			Marketing and Sales	Recruiter
<input type="checkbox"/> Menden, Marc	mmenden			Purchasing	Recruiter
<input type="checkbox"/> Flynn, William	wflynn			Marketing and Sales	Recruiter

Save
Delete
105
107

Figure 8

99

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Add Silver Bullet User

Silver Bullet User	111
Recruiting Method	113
Recruiting Season	115
Function	117
Class	119
Campus	121
Diversity Event	123
Number of Bullets	125
Hiring Target	127
Bullet Expiration Date	129 (mm/dd/yyyy)

Save Reset

109

Figure 9

10/67

School Information Management

Select School Name 131 School Code

Select Rams's Name 133

State Location Choose A FAM Region

Functions: ☐ Finance Land ☐ Ford ☐ MS&S ☐ Process Leadership ☐ Product ☐ Human Resources ☐ Manufacturing Development ☐ Engr ☐ 137

☐ Purchasing Credit ☐ Do we recruit Co-op for Engineering or Business? ☐ Business ☐ 139

Is this a predominantly minority school? ☐ Women ☐ Black ☐ Native American ☐ Other ☐ Hispanic ☐ Asian ☐ Minority ☐ "At-Large" ☐ 141

Ford School Classification

Gaurman Rankings UGME UGEE School Evaluation 143

Figure 10

11/67

School Contacts Information									
		Select School Name		146					
159 Business School	Undergrad Placement Director			Graduate Placement Director			Dean		
	Name	147	Name		Name				
	Title	149	Title		Title				
	Phone	151	Phone		Phone				
	Fax	153	Fax		Fax				
	E-mail	155	E-mail		E-mail				
Address			157	Address					
161 Engineering School	Undergrad Placement Director			Graduate Placement Director			Dean		
	Name		Name		Name				
	Title		Title		Title				
	Phone		Phone		Phone				
	Fax		Fax		Fax				
	E-mail		E-mail		E-mail				
Address				Address					

Figure 11

145

Figure 12

105020-63000860

13/67

Add Activity

Select the Type of Activity to Add		<input checked="" type="radio"/> Campus Interview <input type="radio"/> Professional Organization Activity <input type="radio"/> Campus Activity	
Select a School	Activity Name	Activity Name	Activity Name
Select Activity Classification	Activity Date	Activity Date	Activity Date
Activity Description	Activity Description	Activity Description	Activity Description

Select Recruiters Name Campus Interview 175 177 181	Select Recruiters Name Campus Interview 179 183
---	--

Required for Campus Interview	
Select Recruiters Name Cor-op FT+Smr Full Time 185 189	Select Recruiters Name Business Engineering MBA Only 191
Select Recruiters Name 1/2 Open / 1/2 Invite 1/2 Open / 1/2 Presselect Closed / Presselect 193	Select Recruiters Name Mig-VO-Plant-Production Superintendent-MI Mig-VO-Plant-Production Superintendent-MI Mig-VO-Plant-Production Superintendent-MI 195

Required for Prof. Organization Activity	
Academic Group Location Address 197	Activity Location State/Zip 199

Required for Campus Activity	
Specify Target Academic Group 201	

Figure 13

173

14/67

Event Profile

Event Name: 204

Start Date: End Date: 208

Select Requisitions:

210

1016/Finance Foundation Program/0
1017/Finance Undergrad Program/0
1121/Product Specialist/0
1032/Finance Leadership Oct. 8/0
1033/Intern Program for Undergraduate Students/0

Description:

212

Next

203

Figure 14

0980006-020000

Edit Master Requisition (page 1 of 12)

Step 1: Enter name, target, function, career

Requisition Number:

USAM01D 303

Requisition Name:

Product Development F 305

Creation Date:

8/28/00 309

Type:

Technical 313

Select the Company and Function for this requisition:

Company:

Ford Motor Company 317

Select the Career that best matches the position being filled:

Career:

Engineering 321

Creator: akeller

Date Created: 8/26/00 2:11:42 PM

Target:

234 307

Expire Date:

8/28/01 311

Employee Class:

Ford College Graduate 315

Function/Business Unit:

Product Development 319

Recruiting Account Manager:

Lank, Michael (mlank) 323

301

Figure 15

New Master Requisition (Req No1122)(page 2 of 12)

Step 2: Enter Abstract

The abstract allows 500 characters and is a very brief description presented to the website user on the job matching screen just beneath the job title.
The Master Req. is a guideline that can be edited at the Sub Req. level.

Not used at this time. 327

Enter Description

The job description allows 2000 characters and provides substantive detail about the position and is available to the website user as s/he selects the link to the job on the job matching screen.
The Master Req. is a guideline that can be edited at the Sub Req. level.

Enter the job description. 329

**Use html codes for paragraphs <P> and line breaks
.**

Figure 16

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New Master Requisition (Req No1122)(page 3 of 12)

Step 3: Select Default Component

You must now select default matching and scoring criteria for this Master Requisition, these values will be used as defaults only.

You must first select a default component. This component will be used for scoring purposes if a candidate is associated with this Master Requisition but has not chosen a specific Sub-Req (component).

Component:

Body Engineering

333

Component:

331

Figure 17

Edit Master Requisition (Req No1042)(page 4 of 12)

Step 4:Edit Default Matching Criteria --> Basic Matching Information

Select the choice(s) that best match the position being filled

Level of Responsibility (one or more):

00-08
 Early Professional (< 2 years)
 Experienced Professional (> 5 years)
 Internship
 Manager
 Professional (2 and 5 years)

337

Salary Grade Minimum:

Salary Grade 4
 Salary Grade 5
 Salary Grade 6
 Salary Grade 7
 Salary Grade 8
 Salary Grade 11.6

339

Hiring Location(s) (one or more):

Alabama
 Alaska
 Arizona
 Arkansas
 California
 Colorado

343

Salary Grade Maximum:

Salary Grade 4
 Salary Grade 5
 Salary Grade 6
 Salary Grade 7
 Salary Grade 8
 Salary Grade 11.6

341

Figure 18

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Figure 19

345

Step 5: Edit Default Matching Criteria -> Education and Certifications

Select the degrees and field of study that are most relevant to the position being filled

Degree

Field of Study

Date Completed

Associates Degree: 347

Accounting

349

Candidate Requirement

Minimum Requirement 351

ADD TO LIST

BACK

NEXT

Degree	Field of Study	Candidate Requirement	Date Completed	Delete
BS	Chemistry	Minimum Requirement	9/28/01	<input type="checkbox"/>
MS	Chemistry	Highly Desirable	9/28/01	<input type="checkbox"/>
Doctorate	Chemistry	Highly Desirable	9/28/01	<input type="checkbox"/>
BS	Engineering - Electrical	Minimum Requirement	9/28/01	<input type="checkbox"/>
MS	Engineering - Electrical	Highly Desirable	9/28/01	<input type="checkbox"/>
Doctorate	Engineering - Electrical	Highly Desirable	9/28/01	<input type="checkbox"/>
BS	Engineering - Mechanical	Minimum Requirement	9/28/01	<input type="checkbox"/>
MS	Engineering - Mechanical	Highly Desirable	9/28/01	<input type="checkbox"/>
Doctorate	Engineering - Mechanical	Highly Desirable	9/28/01	<input type="checkbox"/>
BS	Engineering - Aeronautical/Aerospace	Minimum Requirement	9/28/01	<input type="checkbox"/>
MS	Engineering - Aeronautical/Aerospace	Highly Desirable	9/28/01	<input type="checkbox"/>
Doctorate	Engineering - Aeronautical/Aerospace	Highly Desirable	9/28/01	<input type="checkbox"/>
BS	Materials Science and Engineering	Minimum Requirement	9/28/01	<input type="checkbox"/>

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Figure 20

109020 65000560

Edit Master Requisition(Req No1042) (page 6 of 12)

Step 6:Edit Default Matching Criteria-> Certifications/Concentrations

Certification/Concentration	Candidate Requirement	BACK	NEXT
Concentration in Information Systems 357	Not Important 359		
ADD TO LIST			
Certification/Concentration	Candidate Requirement	Delete	DELETE

355

Step 7:Edit Default Matching Criteria--> GPA

Select GPA Requirement for Each Education Level:

Minimum

30-34

61

Desirable

Not relevant	Not relevant
--------------	--------------

363

Highly Desirable

3.5-4.0 3.5-4.0

65

359

Figure 21

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FD9020-65000860

Step 8: Edit Default Matching Criteria > Background and Relocation Information

Required Status with regard to employment in the United States. Indicate all options for non US Citizens / non Permanent residents

- ☒ Specialty Occupation (H1-B)
- ☒ Student Visa with Practical Training (F-1)
- ☒ Exchange Visitor (J-1)
- ☒ Extraordinary Ability (O)
- ☒ Canadian Professional (TN-1)

Candidates for these positions should be / have :

Need to be willing to accept assignment(s) in a Ford production facility

Need to be willing to accept assignment(s) in a Ford distribution facility

Need to be willing to live overseas for several years

Need to be willing to live and work in Southeastern Michigan upon acceptance of a job offer from Ford Motor Company

Need to be willing to live and work in Southeastern Michigan at some point in my career

Need to be willing to relocate within the US as required by my job

Need to be willing to travel internationally

Need to be willing to travel domestically

Need to be willing to travel extensively

Need to be willing to live and work in locations outside of Southeastern Michigan.

My proficiency in English can be described as:

Fluency in a language other than English (indicate language)

Indicate language

I have attended school outside the United States:

I have held a job in which I lived outside the United States:

371

Not Important	Yes	No
Not Important	Yes	No
Not Important	Yes	No
Minimum Requirement	Yes	No
Minimum Requirement	Yes	No
Desirable	Yes	No
Highly Desirable	Yes	No
Highly Desirable	Yes	No
Desirable	Yes	No
Desirable	Yes	No
Fluent in writing and speaking	Yes	No

Chinese
 French
 German
 Hindi

Figure 22

367

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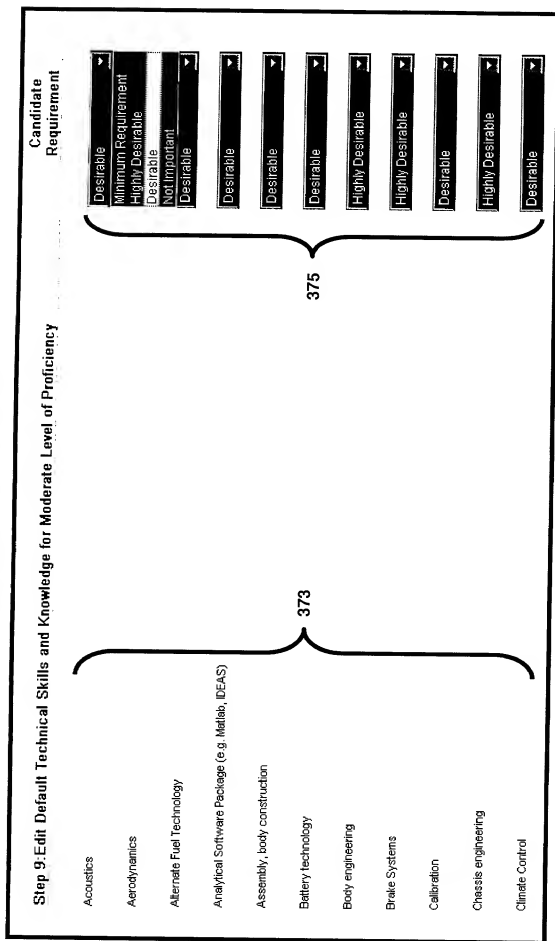


Figure 23

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e 10 of 12)

[illegible]

Acoustics		Not Important
Aerodynamics		Minimum Requirement
		Highly Desirable
		Desirable
Alternate Fuel Technology		Not Important
		Not Important
Analytical Software Package (e.g. Matlab, IDEAS)		Not Important
Assembly, body construction		Not Important
Battery technology		Not Important
Body engineering		Not Important
Brake Systems		Not Important
Calibration		Not Important
Chassis engineering		Not Important

Figure 24

25/67

105000 6000000

386
388

Step 10:Edit Default Candidate-> Experiences

Experience	Candidate Requirement
Need to be a member of AFS	Not Important
Need to be a member of ASME	Minimum Requirement
Need to be a member of ISEE	Highly Desirable
Need to be a member of SAE	Desirable
Need to be a member of SEE	Not Important
Need to be currently working to complete an advance degree (post-bachelors)	Highly Desirable
Need to be or have been a member of a national honor society	Highly Desirable
Need to be or have been an officer of a school or community club or group	Highly Desirable
Need to be or have been an officer of a sorority/fraternity	Not Important
Need to be or have been president of a school or community club or group	Highly Desirable
Need to enjoy maintaining/working on my own car (e.g., preventive maintenance, body work, changing oil, enhancing performance)	Not Important

Figure 25

384

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Edit Master Requisition(Req No1042)(page 12 of 12)

Step 11: Enter Unique Qualifications

Enter up to 5 unique questions that you would like candidates applying for these positions to answer:

385

ADD TO LIST

383

Figure 26

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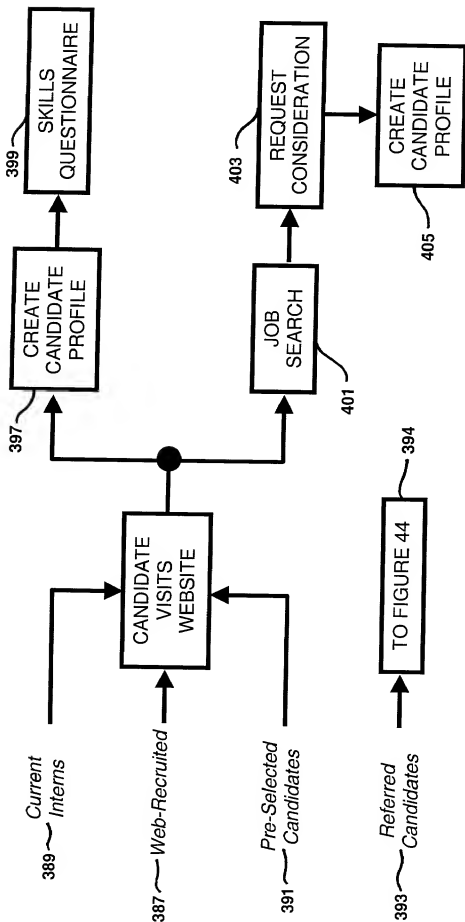


Figure 27

FIG. 27

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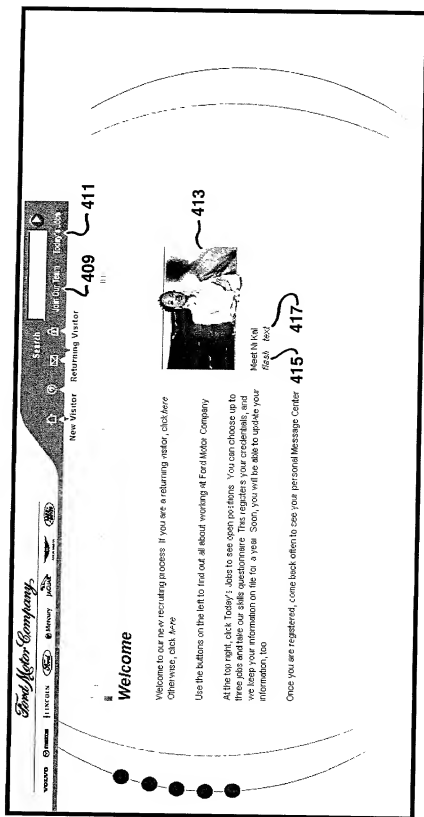


Figure 28

407

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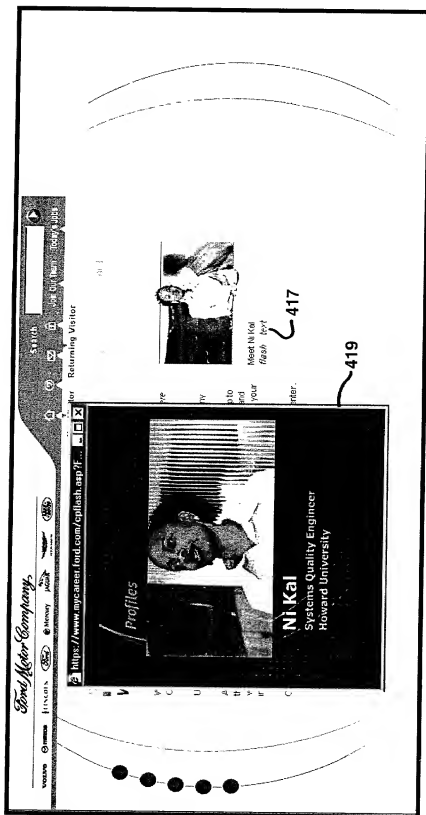


Figure 29

Figure 30

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Join Our Team

We're flexible—you can choose how to work with our site.

Option one: You can search Today's Jobs for openings that are right for you. Use our search tool to tell us which jobs interest you!

Option two: You can enter your credentials and let us do the search. Set up an account, choose your career preference and fill out a skill questionnaire. Then we'll contact you if your credentials match one of our openings.

By choice, we are an equal opportunity employer committed to a culturally diverse workforce.



Search

Find a job for you today!

Your Email Address **421**

(for career correspondence)

Pick a pass-word (at least 6 **423**
chars.)

Confirm your password

Secret question

Secret answer (one word)

next >

About the questionnaire

The questionnaire helps us understand how closely you fit our needs before we invite you to complete an employment application. The questions take about 30 minutes, but you don't have to complete them all at once. You can stop and come

Search

Find a job for you today!

Figure 31

425

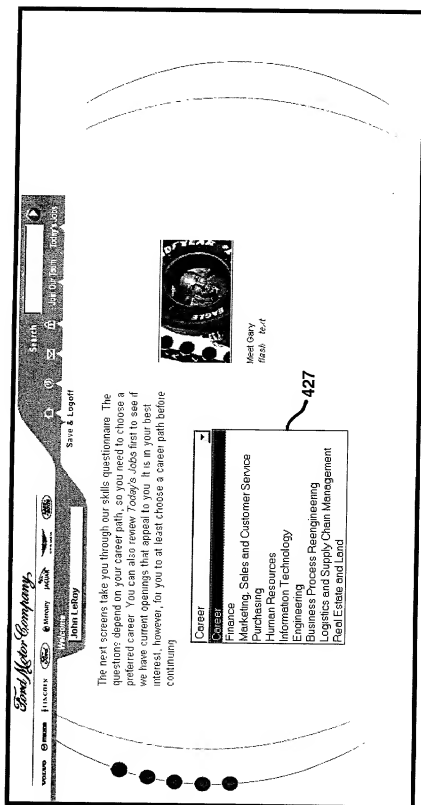


Figure 33

Ford Motor Company

VOLVO HONDA SUBARU HYUNDAI JAGUAR LEXUS

NAME SURNAME

DATE OF BIRTH DAY MONTH YEAR

GENDER ☐ Male ☐ Female

Save & Logout

Educational Background

Please enter up to three degrees and certifications, with the actual or expected completion date:

Select a Country <input type="text"/>	Select a State <input type="text"/>	Select a School <input type="text"/>	Select a Major <input type="text"/>	Select a Degree <input type="text"/>	Completion (or Expected) Date <input type="text"/>
United States	New York	SU of NY at Buffalo	Engineering - Any Type	BS	MM/YYYYY

Meet Gary Washford

429

first last

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© 2000 Ford Motor Company

SEARCH FOR JOBS

John LeRoy

Save & Logout

Using the scale below, rate the number of times you have personally engaged in the following behaviors. You may be asked to provide additional information about these experiences later.

	never	1 or 2 times	3 to 5 times	6 to 9 times	10 + times
seeking diverse opinions to help in decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
structuring a work team so that it was comprised of diverse team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
choosing to work with people of diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
working in situations requiring extensive contact with people from different backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
working in a team with individuals for whom English was not a first language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
spending time studying another culture to facilitate your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
encouraging coworkers to discuss their work experiences with people from other cultural backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

430

Meet Pex: (edit)

Figure 35

Figure 36

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Ford Motor Company

John LaRay Save & Logout

Job Search

Welcome to our job bank.

Answer one or more of these questions and let us show you jobs that match your interests. The more you tell us, the more targeted the search. You can come back to this screen again and again to refine your list of jobs. Go ahead and e-plot!

On later screens, you can tell us about relevant skills and experiences. Our skills questionnaire takes about 30 minutes. Then, if you match our immediate needs, we'll contact you, otherwise we keep your information on file.

What is your preferred...

Career Area 433

Specialty 435

Experience Level 437

Job Type 439

Salary 441

State(s):

Alabama 443

Alaska

Arizona

Tell us about your education...

Degree Major

Completion (or expected) date (MM/YYYY)

Degree Major

Completion (or expected) date (MM/YYYY)

Degree Major

Completion (or expected) date (MM/YYYY)

445 {

I'm ready to see my search results. My connection is fast! Requires flash plug-in available from [Macromedia](#)

Figure 37

Figure 38

Engineering Career (DSR)	
435	<p>Ford Company - Ford Function - Ford Component Ford Motor Company-Manufacturing</p> <p>Job Details</p> <p>Requirements vary by manufacturing function, but your passion for the job and for working with Ford Motor Company are a definite plus. We value your technical expertise, papers published or presented, and other contributions to your field. Relevant work, seminars, and other training, manufacturing in professional organizations, patents or significant technology awards, and familiarity with Computer-Aided Engineering (CAE) are helpful. So are leadership experience, community service and participation in extra-curricular technology activities like Formula SAE projects.</p> <p>Level(s) of Responsibility Entry Professional (< 2 year s)</p> <p>Hiring Location(s)</p> <p>Georgia Illinois Indiana Kentucky Michigan Minnesota Missouri New Jersey New York Ohio Virginia</p>
439	<p>Education Preference</p> <p>Field of study</p> <p>Engineering - Electrical Engineering - Any Type Engineering - Any Type</p> <p>Employment Type</p> <p>Ford College Graduate</p>
441	<p>D desired Skills & Knowledge</p> <p>Microsoft Word (or equivalent) Microsoft Outlook (or equivalent) Chassis engineering Fuel assembly, trim, chassis Engine design Process engineering Sheet metal work Statistical process control Tool and die</p>
443	<p>Degree</p> <p>BS BS MS</p>

Figure 39

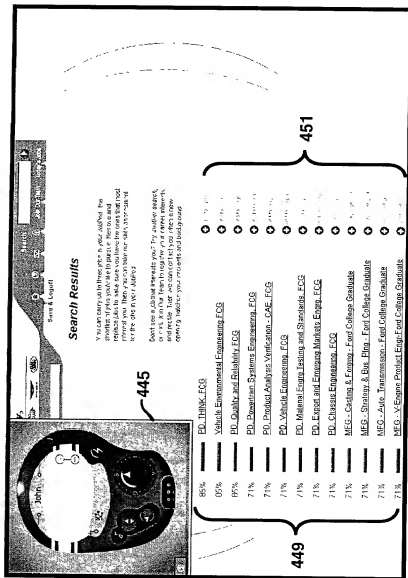
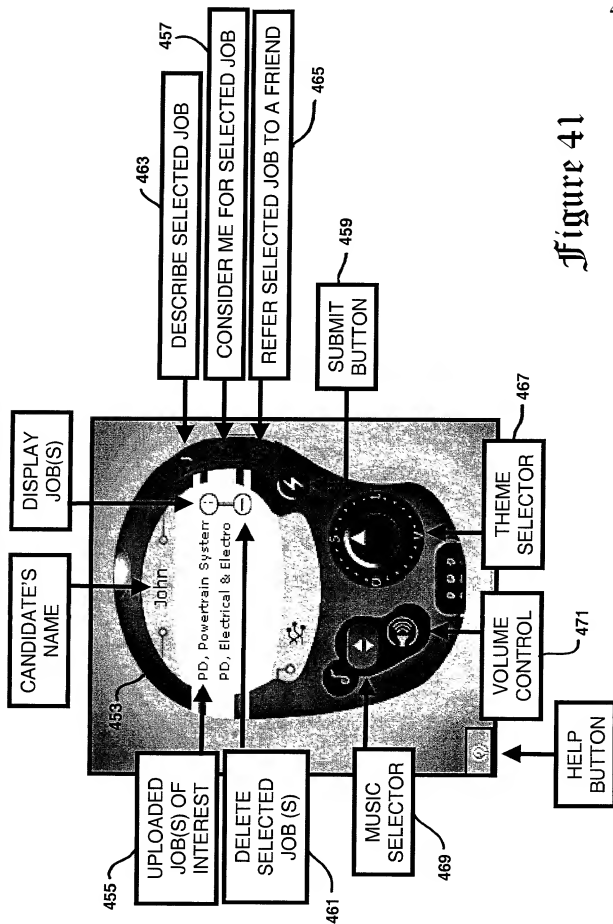


Figure 40



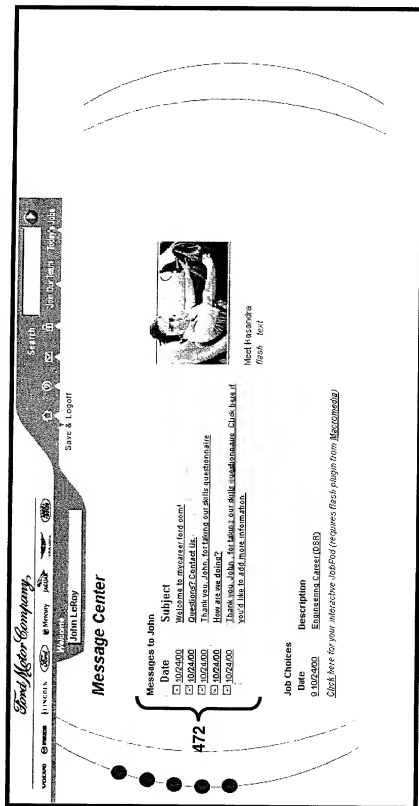


Figure 42

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Ford Motor Company

Home About Us Careers Products Services Contact Us Investors

How We Hire: Campus Visits & Career Fairs

Find out when you can meet our recruiters at your campus or at a career fair for your professional organization. Choose the school or organization and enter the range of years you'd like to search.

473 **475**

Select a School/Professional Organization

From (mawdskyyv) To (mawdskyyv)

search

Our Hiring Process
 Campus Visits and Career Fairs
 The Qualities We Look For
 Meet David Todd

Figure 43

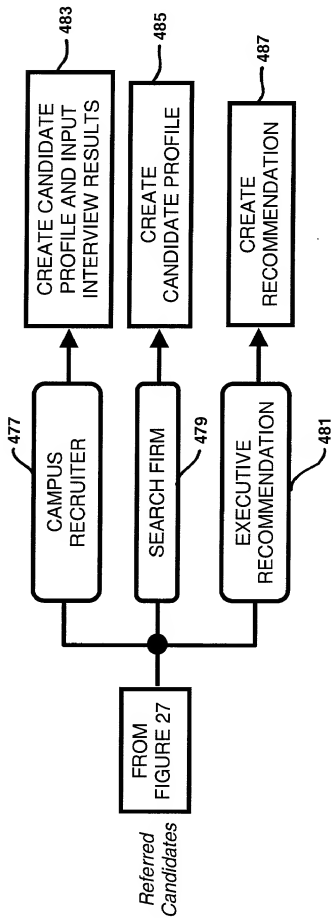


Figure 44

FIG. 44

Candidate Profile

First Name: John
 Last Name: Smith
 Email Address: jsmith@gmail.com
 Phone Number: [Redacted]
 School: [Redacted]
 Degree Pursuing: [Redacted]
 Field of Study (Major): [Redacted]
 Expected Graduation Date: (mm/yyyy)
 Authorization to work in U.S.: [Redacted]

Interview Rating

Dimension

1. Business Acumen
2. Innovation and Technical Excellence
3. Commitment to Quality
4. Connects with Customers
5. Demands the Truth
6. Desire to Work for Ford

Rating: [Redacted] [Redacted] [Redacted] [Redacted] [Redacted] [Redacted] [Redacted]

Interview Notes:

[Redacted]

Actions: Submit

489 { First Name, Last Name, Email Address, Phone Number, School
 491 { Degree Pursuing, Field of Study (Major), Expected Graduation Date
 493 { Dimension
 495 { Rating
 497 { Interview Notes

Figure 45

FOUOED-69000000

Welcome Morresa Meyer

This page shows the recruiting Invitations you can use. Menu selections on the left let you use your Invitations on candidates.

Please remember these guidelines:

1. Once you use an Invitation, you can't rescind it. Make your choices carefully.
2. Invite the best candidates; although invitations are allocated to functions, the quality of the candidate is more important than the function.
3. Use your invitations before the expiration date; unused invitations are forfeited.
4. If you recruit for a professional organization, please don't invite candidates from schools where we recruit. Refer high-quality candidates to the campus recruiters. Click [Here](#) to see the list of schools where we recruit.
5. We rely on you to stay in contact with candidates you invite.
6. If you invite an FCG or direct hire candidate, we invite the candidate to register for an upcoming leadership conference.
7. If you invite an intern or co-op candidate, the candidate receives an offer of employment.

Invitation Account Summary

	Path	Function	Class	Allocated	Spent	Target	Expire
Bowling Green State University	B	Product Development	FCG	10	2	5	12/30/00 RA
U of Michigan-Arm Arbor	A	Product Development	FCG	20	0	10	5/31/01 RA
Western Michigan University	A	Product Development	FCG	20	2	5	12/30/00 RA
American Indian Science & Engineering Soc.	A	Product Development	FCG	10	1	2	12/30/00 RA
499	501	503	505	507	509	511	513

Figure 46

2 adam_kel 521 ket@hotmail.com 7272727722 523 (U of Michigan-Ann Arbor)

527 { 529

Degree	Major	Graduation Date
BS	Business-Accounting	02/2000
GPA Undergraduate: N/A GPA Graduate: N/A		
Overall Band: D		
%MIN	%	%HIGHLY
0	0	0
REQUIRE DESIREABLE PLACEMENT PREFERENCE		
Status: - Application Pending		
Active Event: none		

525 531 533 535 537 539

Figure 47

Candidate Profile Report

Turner, Sue — 541

Ford Motor Company

Candidate Information

Address: N/A
 N/A, N/A
 N/A, USA
 (888) 888-8888

Phone: (888) 888-8888

Email Address: Turnxxxx@xxx.xx

Work Authorization Status: N/A

Employment History

Because there are federal restriction on Ford's ability to hire, do you have authorization to work indefinitely in the United States?
 If No Indicate your visa status:-

Candidate Job/Career Choices

Job Choices	Career Choices
N/A	N/A
N/A	N/A
N/A	N/A

Figure 48

Find Candidates(s)

Contact Information

Last Name (s)(lne)

First Name (s)(lne)

Email (s)(lne)

Campus

Figure 49

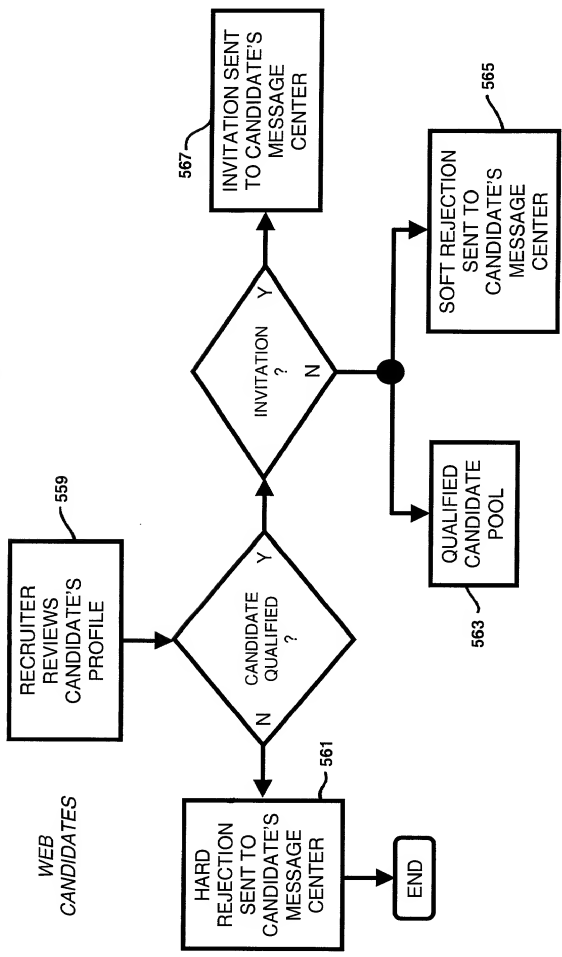


Figure 50

109020-60000000

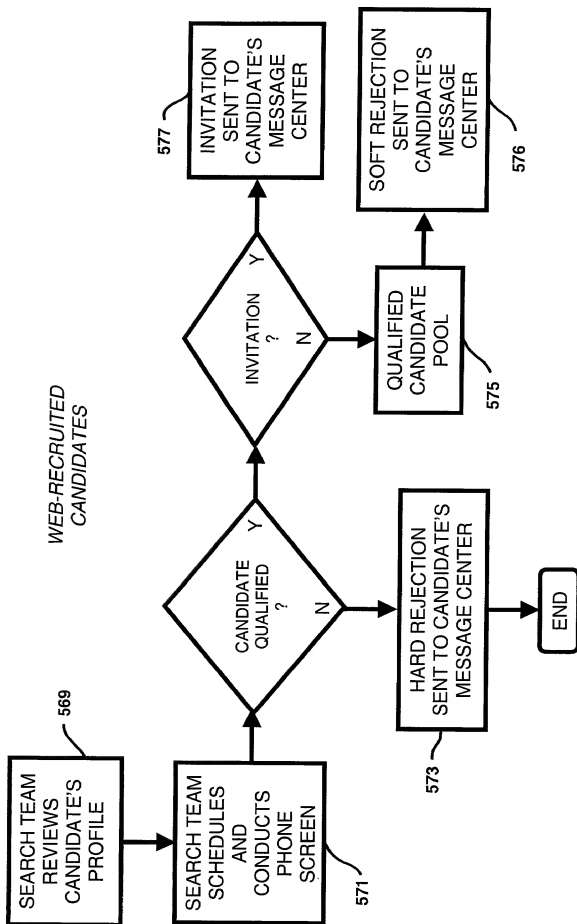


Figure 51

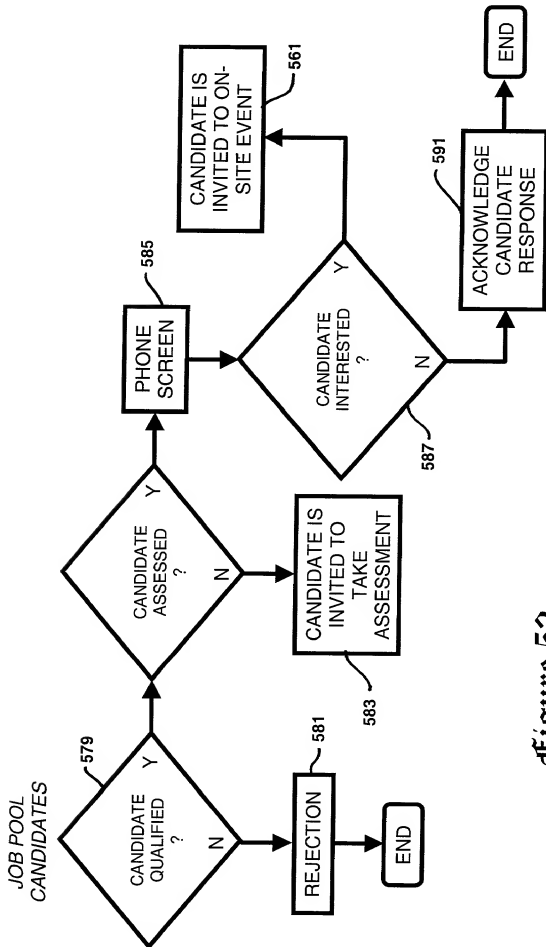


Figure 52

FIG. 52

53/67

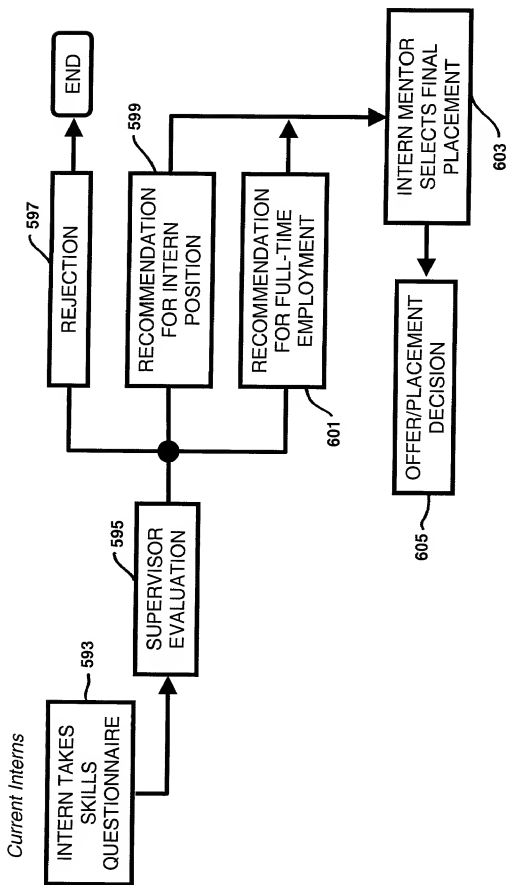


Figure 53

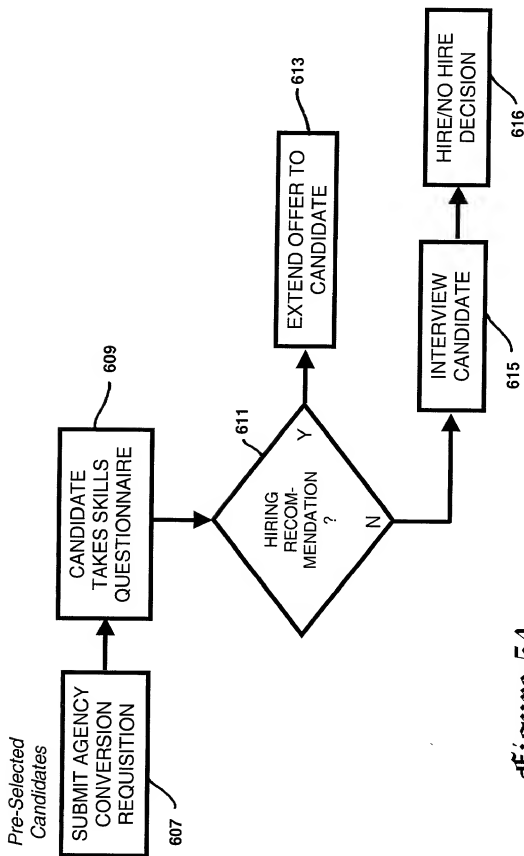


Figure 54

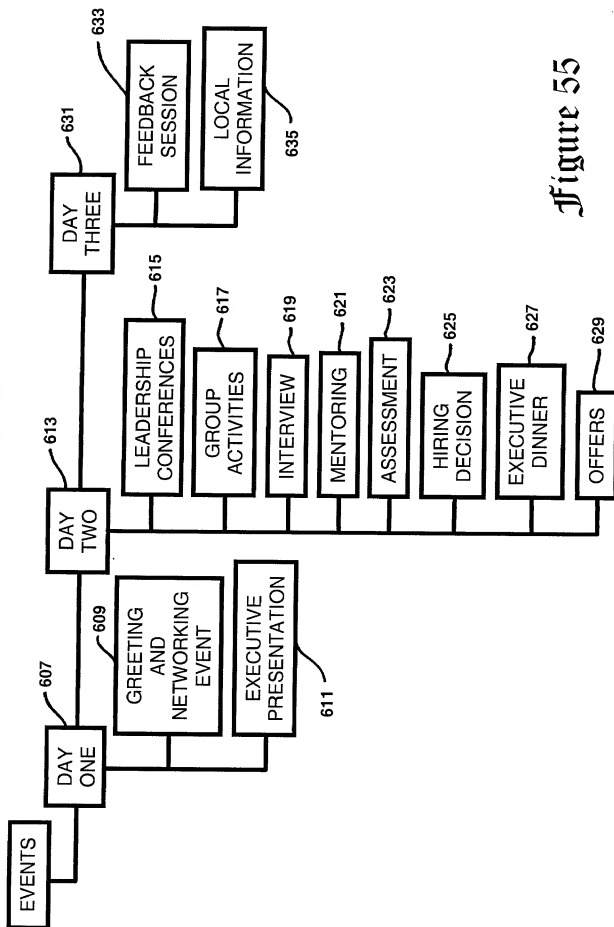


Figure 55

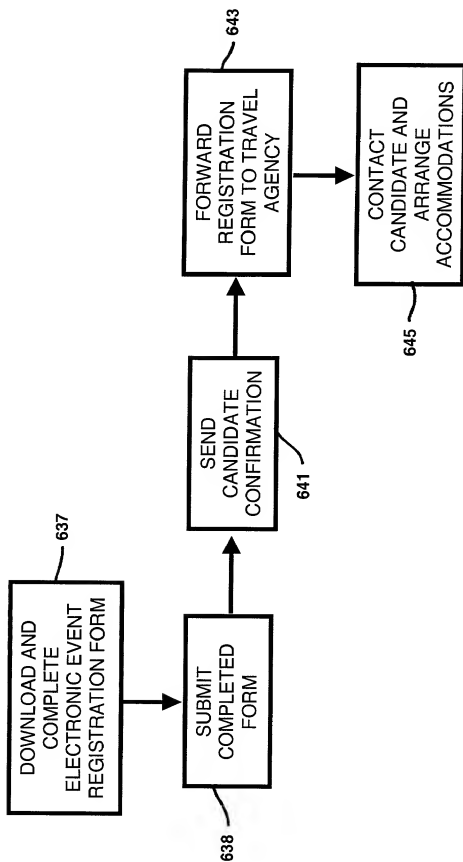


Figure 56

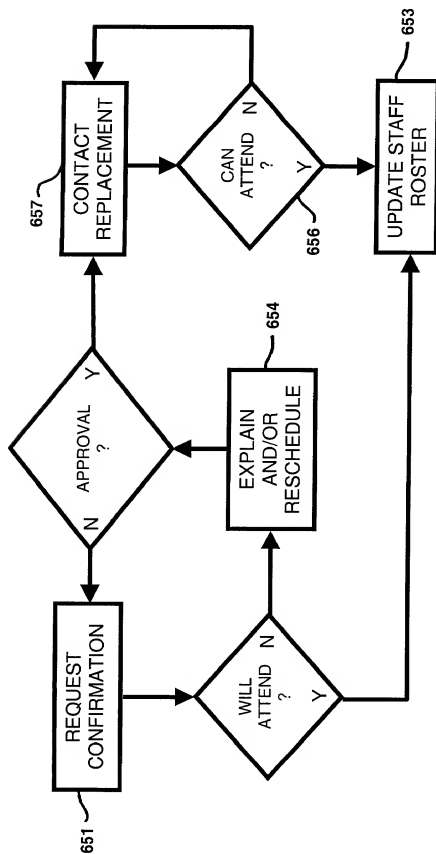


Figure 57

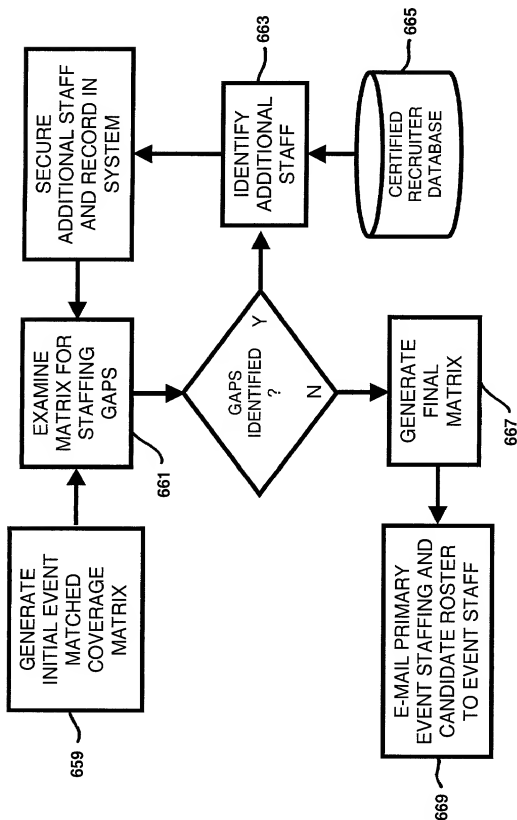


Figure 58

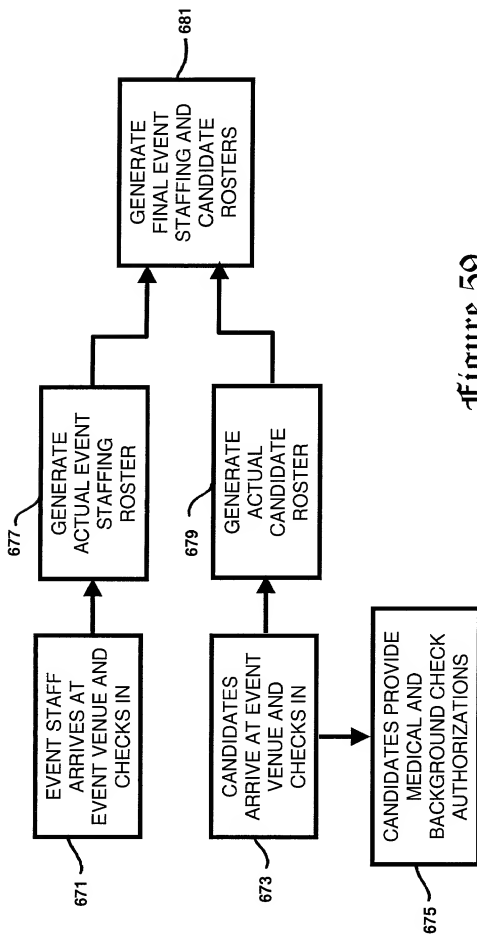


Figure 59

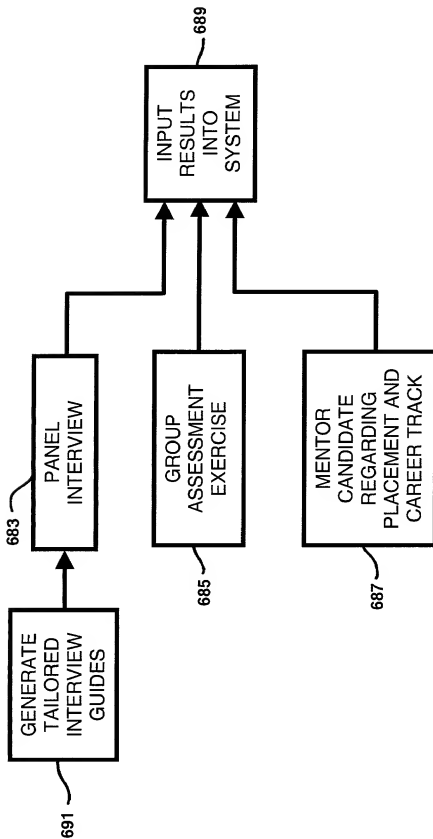


Figure 60

Group Assessment Ratings Form

Delegate:

Assessor:

Business Acumen: 693

Develops Employees and Teams: 695

Connects with the Customer: 697

Drive for Results: 699

* Not applicable indicates the assessor was unable to rate the behavior.

Offer Recommendation: 701

Rationale for Offer Recommendation (Mandatory)
 (Please provide a behavioral rationale for why you would/would not recommend this delegate for an offer)

703

Figure 61

707

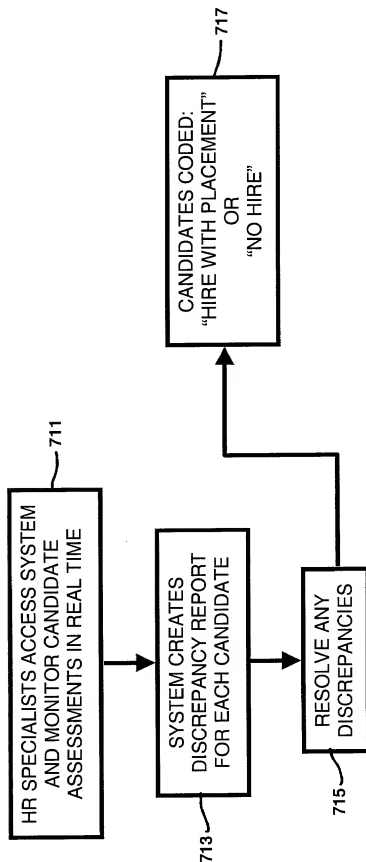


Figure 63

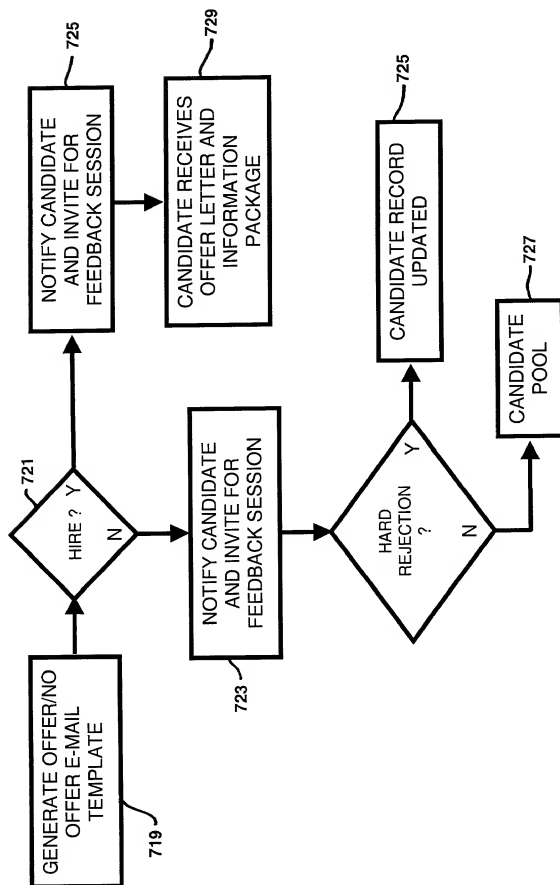


Figure 64

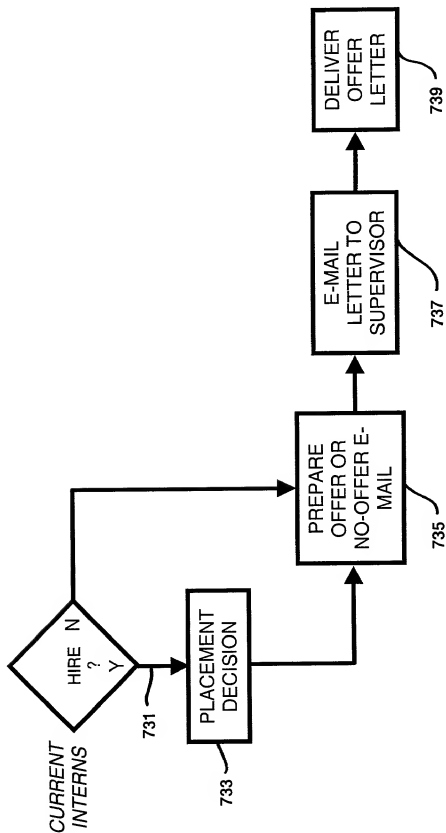


Figure 65

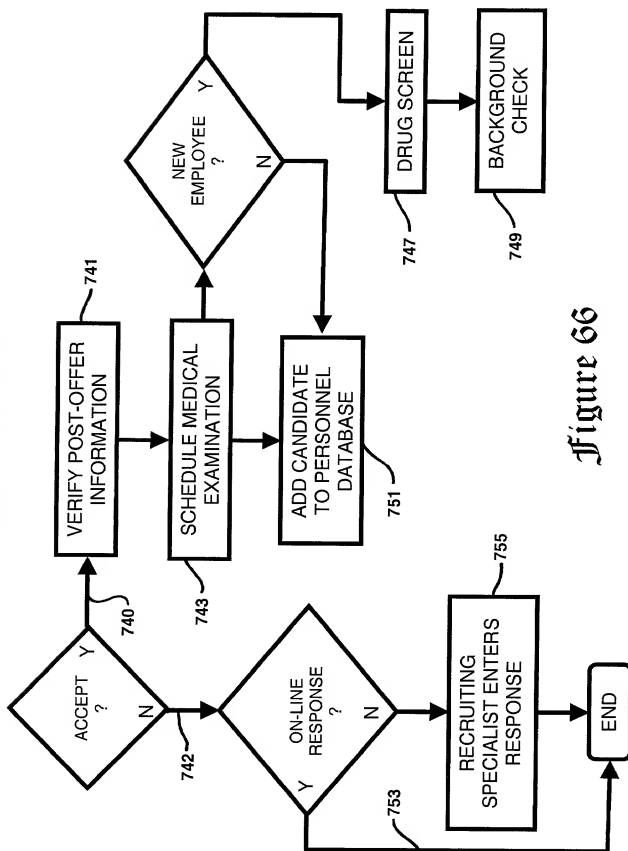


Figure 66

749020 5000860

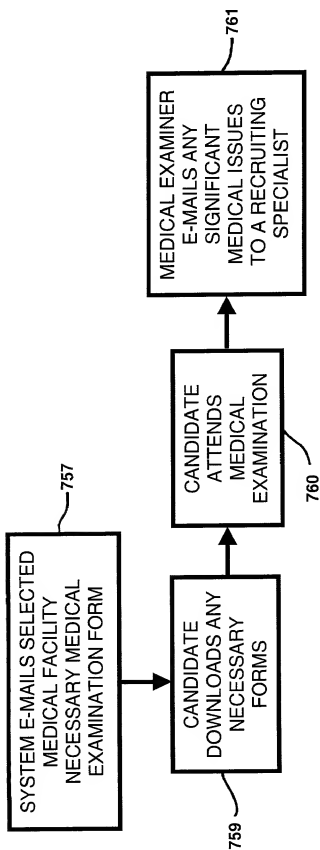


Figure 67